

State

The Florida State University Faculty-Staff Bulletin

Volume 44 • Number 11

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February 15 - March 7, 2010



An Open Letter from the President

Dear Faculty and Staff Members,

It is a great pleasure to join you as a member of the Florida State University community. I deeply appreciate the warm welcome you have extended to my wife, Molly, and me.

Coming home to my alma mater so many years after earning my undergraduate degree is a great honor, and I am proud to become president of a vibrant institution with such a professional and committed faculty and staff.

Our university has made great strides over the decades. Under President Wetherell's tenure the campus infrastructure has been transformed, our academic status has improved, and the groundwork has been laid for even greater strides in the years ahead.

On Heritage Day, Feb. 17, President Wetherell will officially pass Florida State's traditional torches — Vires, Artes, Mores, symbolizing Strength, Skill and Character — to me. I will accept those torches proudly and in doing so, promise to join you in preserving, protecting and building our university and its great history and traditions.

As we make this transition of leadership together, I will be visiting with faculty and staff across campus. I'm looking forward to sharing ideas with you for taking this university to the next level of excellence.

Sincerely,

Eric J. Barron
President
The Florida State University

Florida State employees give more than ever to United Way

The Florida State University announced on Jan. 29 that in the United Way campaign just ending university employees contributed more to help local social service agencies than ever before.

Co-captains of the campus campaign, Provost and Executive Vice President for Academic Affairs Lawrence G. Abele and Florida State Police Chief David Perry, held a news

Please see **UNITED WAY, 3**



Big heart, big check: Florida State University employees showed the "Seminole Spirit" to be one of generosity toward their less fortunate neighbors throughout Florida's Big Bend during the university's 2009 Employees' Campaign for the United Way. Ken Armstrong (far left), president of the United Way of the Big Bend, accepts a symbolic check on behalf of university officials (from left) Dianna Norwood, director of Marketing and Public Relations for the Division of Finance and Administration; Lawrence G. Abele, provost and executive vice president for Academic Affairs; T.K. Wetherell, then-university president; and David Perry, chief of the university's Police Department.

SPREAD the WORD

The Florida State University will celebrate Heritage Day on Wednesday, Feb. 17, on Westcott Plaza. The university community is invited to watch former President T.K. Wetherell symbolically pass the torch of leadership to President Eric J. Barron.



John H Curry
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Attention FSU Faculty and Staff...

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John loves to help members of the FRS prepare for a secure retirement. His Father and Grandfather both retired under the State of Florida Pension Plan. John saw first hand the results of neither man receiving the proper information and advice leading up to retirement. This led to him creating the Secure Retirement Method.™ (www.SecureRetirementMethod.com) This is John’s way of giving back to the real unsung heroes who keep our universities, colleges, schools, state and local governments running.

John has helped thousands of people prepare for secure retirement through his seminars, speeches, DVD’s, CD’s, books, Special Reports, and personal client consultations. **He believes he can help you too if you are ready.**

Please note: This offer can only be guaranteed for just 30 days. After one month it may be withdrawn or adjusted any time.

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The deadline for the
March 8 - 28, 2010, issue is
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Submissions should be e-mailed to jseay@fsu.edu. Underwriting is handled by the Florida State University Communications Group. For rates, call Crystal Cumbo at (850) 487-3170, ext. 352.

People with disabilities who require special accommodation for any event listed in *STATE* should call the unit sponsoring the event, or for the hearing or speech impaired, use the Florida Relay Service at 1-800-955-8770 (voice) or 1-800-955-8771 (TDD). Requests for accommodations must be received at least five working days before the event. To receive *STATE* in an alternative format, call the FSU Student Disability Resource Center at (850) 644-9566.

2010 brings changes for information technology at Florida State

During the past year, significant advancements have been made toward enhancing the information technology landscape at The Florida State University.

First, the Office of Technology Integration (OTI) has been renamed Information Technology Services (ITS). What's more, under the leadership of Michael Barrett, chief information officer of Information Technology Services, the office has been transformed into a streamlined and robust organization by unifying the strengths of several IT entities on campus. Five operational units (Information Resource Management, Information Systems, Office of Telecommunications, University Computing Services and User Services) have been consolidated into a modern, service-oriented technology organization.

As a result of this restructuring, the first comprehensive application to be developed is a dynamic online service catalog, which improves the information technology experience at Florida State. The new service catalog allows customers to easily identify the technology services available to the university's students, faculty and staff, and its departments. To view the catalog, anyone can visit the new Information

Technology Services Web site at <http://its.fsu.edu>. Faculty and staff members are encouraged to bookmark the site so it is readily accessible.

One of the goals of the new Information Technology Services team is to proactively provide information technology services and expertise in support of the university community. To engage the campus in this partnership, students, faculty and staff members are invited to provide their comments and suggestions regarding Information Technology Services' new service catalog and Web site.

In appreciation for employees who provide feedback, a drawing for an iPod Touch will be held on March 5. To be eligible for the drawing, employees should submit responses via the feedback link on the Web site by midnight on March 4.



Michael Barrett

The Office of Technology Integration (OTI) has a new name. Now it is called Information Technology Services (ITS).

<http://its.fsu.edu>

UNITED WAY

from
page 1

conference at the Westcott Building to report that 1,600 faculty and staff had raised \$443,842 in 2009.

That is \$68,000 more than the goal of \$375,000, which had been lowered from the previous year in recognition of a tough economic climate in the state and the nation. But in spite of their own financial challenges, Florida State employees blew past it, contributing \$26,000 more than they had in 2008.

Included in the total were 122 "Leadership Givers," who each donated more than \$1,000.

"This speaks volumes about the caring spirit of our faculty and staff," Abele said. "They always dig deep to help their neighbors in need in Tallahassee and in the surrounding counties. We are humbled

and gratified by their generosity."

"Our departmental representatives were so determined to have a good campaign that they came up with very innovative, fun and effective ways to encourage their fellow employees to give generously," Perry said. "It was very impressive."

In receiving a symbolic check from President T.K. Wetherell, Ken Armstrong, president of the United Way of the Big Bend, said Florida State had long been a good partner.

"FSU and United Way of the Big Bend work together for the good of the community in many ways, in addition to the annual campaign," Armstrong said. "FSU has a heritage of community outreach and involvement."

"For the FSU family to contribute almost \$440,000 back to the Big Bend through United Way is historic ... and wonderfully generous."

Do we have free will?

**Philosopher Alfred Mele
awarded \$4.4 million
to find out**

By Jill Elish

ASSISTANT DIRECTOR, NEWS AND PUBLIC AFFAIRS

Alfred Mele

Since the beginning of time, philosophers, scientists and theologians have sought to find out whether human beings have free will or whether other forces are at work to control our actions, decisions and choices.

Now, Florida State University philosopher Alfred Mele has been awarded a \$4.4 million grant from the John Templeton Foundation to get to the bottom of this question for the ages. Mele, the William H. and Lucyle Werkmeister Professor of Philosophy, will oversee a four-year project to improve understanding of free will in philosophy, religion and science.

"This is an extraordinarily large award in the humanities, which speaks volumes about Al Mele's worldwide reputation as a scholar, the excitement provoked by his newest ideas, and the Templeton Foundation's commitment to the highest standards of creativity in ideas and rigor in scholarship," said Joseph Travis, dean of Florida State University's College of Arts and Sciences. "An award of this magnitude and vis-

ibility puts our Department of Philosophy, and Florida State, in a very bright international spotlight."

The project, "Free Will: Human and Divine — Empirical and Philosophical Explorations," is not quite as esoteric as the topic might suggest. For thousands of years the question of free will was strictly in the domain of philosophers and theologians. But in recent years, some neuroscientists have been producing data they claim shows that the genesis of action in the brain begins well before conscious awareness of any decision to perform that action arises. If true, conscious control over action — a necessary condition of free will — is simply impossible. Likewise, some social psychologists believe that unconscious processes, in tandem with environmental conditions, control behavior and that our conscious choices do not.

Mele, a prolific scholar whose most recent book, "Effective Intentions: The Power of Conscious Will" (Oxford University Press, 2009), was an effort to debunk those

claims, falls clearly in the pro-free will camp. But he acknowledges that he doesn't have the answers, and he is open to different interpretations of free will for different disciplines. His goal is that scientists, philosophers and theologians will be closer to the truth when this project is complete in 2013.

"What I want to do is make significant progress on discovering whether we do or don't have free will," Mele said. "It's not as if in four years, we are going to know. But I want to push us along the way so that we can speed up our understanding of all of this."

Mele will oversee the project's multi-pronged approach. About \$3.4 million of the grant money will be distributed to researchers around the world who submit worthy proposals to study the science, conceptual underpinnings and theology of free will. The grant money also will be used to fund a position in the philosophy department to be filled annually for the next three years by a postdoctoral scholar with a special interest in free will.



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EAP offers debt management workshop

In today's economic climate, many people are taking another look at the way they manage their household budgets. Credit card debt is on the rise and the home-foreclosure rate is skyrocketing. With mortgages they cannot afford, some people are facing bankruptcy or short sales. Others are changing their retirement plans by working longer or coming out of retirement to look for a job.

To assist Florida State University employees in navigating their debt management, the Employee Assistance Program (EAP) and the College of Medicine are co-sponsoring a free debt management seminar on Wednesday, March 17, from 2 to 5 p.m. in 1302 Thrasher Building (College of Medicine). Kevin Maher, director of community education for Consumer Credit Management Services will give a three-hour presentation, "Navigating the World of Credit and Debt." Maher has more than 20 years of experience in every aspect of the credit-counseling field.

Seating is limited so register early. To register, log in to OMNI and click on "Human Resources 9.0," "Self Service," "Learning and Development," "Request Training Enrollment," "Search by Course Name," then "Navigating the World of Credit and Debt."

For employees and students, as well as their family members who are unable to attend Maher's presentation, the EAP has teamed up with Consumer Sense to offer a free online financial education program. The course takes 2 to 3 hours. At the end, participants receive a Certificate of Completion and three Credit Reporting Cards, which they can send to the credit bureaus to add a comment regarding their completion of a financial literacy education. To learn more, visit www.eap.fsu.edu or call 644-2288.

Three researchers receive 'GAP' awards

By Barry Ray
NEWS AND PUBLIC AFFAIRS

For the past five years, the Florida State University Research Foundation has funded a highly competitive grant program designed to support Florida State researchers as they seek to transfer their technology out of the laboratory and into the marketplace.

The winners of these Grant Assistance Program (GAP) awards, selected twice a year, are those researchers who can most clearly identify the commercial viability of a product, process or license that they believe will result from their collaboration with a corporate partner.

"One of the most important contributions that large research universities can make is to nurture the scientific and technological expertise that our society depends on to generate breakthroughs in medicine, computer technology, energy generation and so many other areas," said Kirby Kemper, Florida State's vice president for Research.

In the first round of awards for fiscal year 2010, the Research Foundation granted a total of \$125,000 in GAP awards to three research projects currently under way at Florida State. Another \$125,000 in award money will be granted during a second GAP competition later this year.

The projects selected to receive GAP funding in this winter's competition are:

•Using Stem Cells to Grow Bone for Surgical Implants: A \$50,000 award goes to Teng Ma, an associate professor in the Department of Chemical and Biomedical Engineering within the Florida A&M University-Florida State University College of Engineering, for the project "Bone Regeneration Technology." Ma has developed a technique in which he takes human mesenchymal stem cells, extracted from healthy adults, and "coaxes" them into growing into new bone cells that one day could be used to address large bone defects or injuries. His technique utilizes a laboratory technology that he has patented to grow the cells in a highly controlled and systematic fashion. The GAP project plan calls for Ma and his team to continue their work to develop this technique and to prove the commercial viability of the process.

•Development of the Next Generation of Lenses for Eyeglasses: A \$40,000 award goes to Albert Stiegman, a professor in the Department of Chemistry and Biochemistry, for the project "Next-Generation Eyewear: New High-Refractive-Index Polymers." Stiegman and his team have developed a new type of plastic with properties that may revolutionize the eyeglass lens industry. The material is made up of an organic polymer composed of highly polarizable atoms that allow for a dramatic increase in the refractive index for lenses produced with it. With the polymer, eyeglass lens manufacturers may be able to create lenses that are much thinner, lighter and less expensive than those currently available. The new polymer also might allow for the development of optical lenses for cameras, telescopes and other products in which current technology could be vastly improved. The GAP project plan calls for Stiegman to complete the work to develop new materials that will be made into prototype lenses that would then be evaluated by commercial entities for use in current and future products.

•The Use of Buckypaper to Develop Shielding from Electromagnetic Interference: A \$35,000 award goes to Richard Liang, a professor in the Department of Industrial and Manufacturing Engineering within the College of Engineering, for the project "Novel, Lightweight, Flexible EMI Shielding Material." Liang and his team are working to develop a novel way to protect highly sensitive materials from the effects of electromagnetic interference (EMI) using buckypaper, a thin sheet made from an aggregate of carbon nanotubes that are amazingly strong and light. Any communication or computational devices that may experience negative effects from either existing EMI sources or from possible use of EMI as a destructive mechanism might benefit from this innovation. This would include the use of this kind of product to protect military assets such as missiles or other devices that rely on highly computer-intensive communication or guidance systems. The GAP project plan calls for Liang to use the GAP grant to develop a set of testing devices that will prove buckypaper's ability as an EMI solution.

Your colleagues are UFF members. You should be, too!



The United Faculty of Florida gives effective voice, backed by the law, to faculty members' demands for equitable employment conditions. For me, being committed to FSU and my colleagues means working to ensure that faculty concerns have a place at the table.

— Dr. Irene Padavic, Pepper Professor and Chair, Department of Sociology



Everyone, sooner or later, no matter what rank, needs the support of the union. The American constitution depends on a system of checks and balances, and those same checks and balances are needed in every university.

— Dr. Gary Taylor, George Matthew Edgar Professor, Department of English



It is disconcerting that the same people who refuse membership in UFF happily receive the raises that the UFF negotiates for them. This is a divisive situation when one learns of fellow faculty who do not participate. I think everyone should join the UFF.

— Dr. David M. Gilbert, J. Herbert Taylor Distinguished Professor of Molecular Biology



We have never been in more need of a clear and strong voice for faculty. The UFF-FSU Chapter has been contesting the loss of tenured and untenured faculty from layoffs and "brain drain," and has been pushing for much-needed domestic partner benefits.

— Dr. Donna Marie Nudd, Professor, School of Communication

UFF membership entitles you to:

- \$1,000,000 in professional liability insurance
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UFF dues are 1% of bi-weekly salary. Please fill out the form below and return it to:
Jack Fiorito, President, UFF-FSU Chapter, RBB 244, P.O. Box 3061110, Tallahassee 32306-1110

Membership Form, United Faculty of Florida FSU Chapter

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Please enroll me immediately as a member of the United Faculty of Florida (FEA, NEA-AFT, AFL-CIO). I hereby authorize my employer to begin bi-weekly payroll deduction of United Faculty of Florida dues (1% of bi-weekly salary). This deduction authorization shall continue until revoked by me at any time upon 30 days written notice to FSU's payroll office and to the United Faculty of Florida.

Signature (for payroll deduction authorization)
Visit the UFF-FSU Chapter Web site at www.uff-fsu.org

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News from Human Resources

>>2010 SICK LEAVE POOL OPEN ENROLLMENT: The open enrollment period for University Sick Leave Pool (SLP) membership is Feb. 5-25. Applications must be received in Human Resources during the open enrollment period no later than 5 p.m. on Thursday, Feb. 25. Open enrollment applications received in Human Resources prior to Feb. 5, or after Feb. 25, will not be accepted.

Eligibility requirements include, but are not limited to, full- or part-time employment as a faculty, A&P or USPS employee who has been employed with a state of Florida agency and/or university continuously for one year or more, has a sick leave balance of at least 72 hours after leave accruals process for the pay period ending March 4, 2010, and has an average sick leave use of less than nine days for each year of university employment.

Employees who join may request and receive up to 480 Sick Leave Pool hours in a 12-month period for their personal serious illness or injury after using all their sick, vacation, personal holiday and compensatory leave. The maximum lifetime number of pool hours a member may use is 960. The SLP committee reviews all applications and controls benefits used from the pool.

Upon acceptance, employees donate eight hours of sick leave to the Pool and remain members until they leave the university or request in writing to be removed from the pool. The eight hours donated to the pool are non-refundable. Members may be asked to make additional donations if the pool balance falls below 240 hours. Members who terminate their employment also may donate up to 16 hours of their sick leave to the pool upon their separation from the university.

Complete Sick Leave Pool information, including the application and other related forms are available on the Human Resources Web site at www.hr.fsu.edu/index.cfm?page=FacultyStaff_BenAndPerks_SickLeavePool.

Information: Lorna Fisher, lsfisher@admin.fsu.edu, 644-1978, or Lisa Rosenthal, lrosenthal@admin.fsu.edu, 644-7936.

>>FLEXIBLE SPENDING ACCOUNTS PROGRAM: A grace period has been added to the plan year for medical reimbursement and dependent care reimbursement accounts. Employees now have more time to use the services that can be reimbursed if they have used these tax-saving accounts. The grace period gives employees until March 15 to use the amounts in their Flexible Spending Accounts, and to use eligible services for their 2009 contributions. Employees still must file all claims by April 15 so they will not lose all the money in their accounts. The grace period ends on March 15. If an employee does not submit claims for the plan year by the April 15 filing deadline for the entire amount they had withheld, they will lose the unused money. **Information:** Benefits Office, 644-4015 or insben@admin.fsu.edu.

>>RETIREMENT PLANNING SEMINAR: The Benefits Office will host its annual retirement planning seminar on Wednesday, March 24, from 8:30 a.m. to 3:30 p.m. in the FSU College of Medicine auditorium. Discussions will include information about retirement, estate planning, life after retirement and retirement benefits. Optional Retirement Program and Tax Sheltered Annuity company representatives will be in attendance and door prizes will be given away. The seminar is a university-sponsored training program and attendance may be considered as time worked with supervisory approval. **Information:** Michael Horgan, 644-4017 or retirement@admin.fsu.edu.

>>DOUBLE DEDUCTIONS FOR BENEFITS: All nine- and 10-month faculty members and seasonal employees enrolled in state health, life and supplemental benefits will begin to have double deductions taken from their paychecks beginning with the Feb. 12 paycheck. The deductions will end on the May 7 payment period. These additional deductions are taken out to prepay premiums for the months of June, July, August and September. Regular deductions will resume on the first paycheck in September. Employees should review their paychecks during the double deduction period to ensure that the deductions are correct. **Information:** Benefits Office, 644-4015 or insben@admin.fsu.edu.

>>TAKING A LEAVE OF ABSENCE? If employees take a leave of absence for any reason, their benefits might be affected. Faculty and staff members only have 31 days from going on leave to make necessary adjustments to their benefits. If employees know they are going on leave, they can contact the Benefits Office, 644-4015 or insben@admin.fsu.edu, for assistance to ensure there is no lapse in coverage.

>>SEPTEMBER/OCTOBER/NOVEMBER 2009 RETIREES: **Bobby Allen**, technical support analyst, Admissions; **Annie Biske**, administrative support assistant, Education OASIS; **Elizabeth Blankenship**, administrative support assistant, Florida Center for Public Management; **Debra Brock**, office administrator, English; **William Cloonan**, professor, Modern Languages and Linguistics; **Mary Frazier**, academic support assistant, College of Social Work, Dean; **Susan Gay**, office support manager, Psychology; **Marsha Hadder**, office administrator, Dean of Students; **Johnnie Harris**, administrative support assistant, Institute of Science and Public Affairs; **Judy Jacobs**, academic support assistant, College of Music, Dean; **Carrie Jefferson**, customer service representative, Parking and Transportation; **Helena Johnston**, business financial manager, International Programs; **Lucille Kelly-Brown**, office administrator, College of Education, Office of Research; **Carmen Lopez**, administrative support assistant, Nutrition, Food and Exercise Sciences; **Brenda McCarthy**, academic support assistant, College of Criminology and Criminal Justice; **Denver Raney**, assistant in research, Learning Systems Institute; **Peter Richardson**, locksmith, Working Capital; **Joseph Satterwhite**, facilities engineer, Central Utilities Plant No. 2; and **Judy Waters**, academic program specialist, College of Criminology and Criminal Justice.

>>BLACK HISTORY MONTH: The Office of Diversity and Equal Opportunity at Florida State is recognizing the many accomplishments of African-Americans as the nation celebrates Black History Month throughout February. Many revolutionary products and processes stemmed from the minds of historically significant African-American inventors. From medical advances to children's toys, these inventions have been critical in shaping the future of America. Here are some examples:

- **Lewis Latimer** patented an improved method for producing carbon filaments in light bulbs.
- **Elijah McCoy** invented an automatic lubricator for oiling the steam engines of locomotives and boats. The invention helped coin the term "the real McCoy."
- **Garrett Morgan** invented the traffic signal and the gas mask.
- **Lonnie Johnson** created the first Super Soaker water gun.
- **Dr. Patricia Bath** developed a method for removing cataract lenses and revolutionized eye surgery by inventing a laser device to help increase accuracy.

Information: www.african-americaninventors.org.

TRAINING AND ORGANIZATIONAL DEVELOPMENT

Instructor-led and online training opportunities are available to Florida State faculty and staff members. To view a schedule of classes and registration information, visit www.hr.fsu.edu/train. To register for classes, log in to omni.fsu.edu and click in sequence: "Human Resources 9.0," "Self Service," "Learning and Development," "Request Training Enrollment" and "Search by Date, Course Code or Course Name." From there, click on "View Available Sessions" and choose a session number. Follow the prompts to submit a request. To view a course description, click on the icon. **Information:** 644-8724.

>>TRAINING CLASSES: Free to employees and held at the Training Center, Stadium Place, unless otherwise indicated:

- **Interview Techniques** (LSIT01-0005): Feb. 16, T, 8:30 a.m.-noon;
- **Bridging Cultures for Service Excellence** (CSBC01-0003): Feb. 17, W, 9 a.m.-noon. (Part of the Customer Service Certificate Series);
- **Conflict Communication Skills** (PDCCS1-0001): Feb. 18, R, 8:30-10:30 a.m.;
- **How to Avoid the Money Pit** (PDAMP1-0001): Feb. 23, T, 9-11 a.m.;
- **How to Deal With Difficult People** (CSDDP1-0002): Mar. 2, T, 9-11:30 a.m.;
- **Recording Meeting Minutes** (PDRMM1-0002): Mar. 3, W, 8:30-11:30 a.m.;
- **Applying and Interviewing for a Job** (PDIAI01-0003): Mar. 4, R, 8:30-10:30 a.m.; and
- **ADA/EEO - Avoiding Minefields in Employment Practices** (COADA1-0004): Mar. 4, R, 2-4:30 p.m.

>>OMNI TRAINING:

- **Sponsored Programs Proposal Development** (BTSP01-0009): Feb. 16, T, 9-10 a.m. (301 Student Services Building);

Please see **THE SOURCE**, 10

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OCTU

RECOGNITIONS

Elizabeth Goldsmith, Ph.D. (Professor and Fulbright Scholar, Textiles and Consumer Sciences), was awarded a \$1,000 Visiting Fellowship at Stanford University in the Hoover Institute. While there, Goldsmith conducted economic and archival research and was given a personal tour of the Stanford University president's house by the university's first lady. In the 1920s, it was the home of President and Mrs. Herbert Hoover; and Goldsmith gave the keynote address at the Brazilian Home Economics Association Congress in Fortaleza, Brazil, September 2009.

BYLINES

Peter Easton, Ph.D. (Educational Leadership and Policy Studies), co-wrote "Indigenizing Civic Education in Africa: Experience in Madagascar and the Sahel," with Carrie Antal, published in the *International Journal of Educational Development*, Vol. 29, No. 6, November 2009.

Rick Meeker, P.E. (Center for Advanced Power Systems), co-wrote the article "Integrating Solar PV into the Grid," published in *Relay*, the quarterly magazine of the Florida Municipal Electric Association, Winter 2009.

Mounir G. Ragheb, Ph.D. (Professor Emeritus, Sports Management, Recreation Management and Physical Education), wrote the book "Olympic Performance: Policies and Institutions," which is written in Arabic for an audience largely found in the 22 Middle Eastern countries that

primarily use the Arabic language; Ragheb presented the report "Reasons for the Low Performance of Egypt and the Other Arab Countries in the 2009 Olympic Games" at a conference on advanced trends for sport science at the College of Physical Education, Asuit University, Egypt; and Ragheb presented the report "Egyptian Women's Participation in the Olympic Games" at the College of Physical Education for Women, Helwan University, Egypt.

Oskar Vafek, Ph.D., and **Kun Yang**, Ph.D. (Physics, National High Magnetic Field Laboratory), co-wrote the paper "Many-Body Instability of Coulomb Interacting Bilayer Graphene: Renormalization Group Approach," which was published in the journal *Physical Review B*. The paper then was highlighted in the American Physical Society journal *Physics*.

PRESENTATIONS

Jack Fiorito, Ph.D. (J. Frank Dame Professor of Management, Business), co-presented the paper "Activism and Willingness to Help in Union Organizing," with Gregor Gall of the University of Hertfordshire and Arthur D. Marti-

nez, at the 62nd annual meeting of the Labor and Employment Relations Association, Atlanta, January; and Fiorito co-wrote the article "Understanding Union Organizing Among U.S. National Unions," with Paul Jarley of the University of Nevada-Las Vegas, published in the *Industrial Relations Journal*, Vol. 41, No. 1, January.

Kathy Froelich, Ph.D. (School of Teacher Education), and **Pam-ela Sissi Carroll**, Ph.D. (Dwight L. Burton Professor of English Education and University Distinguished Teaching Professor), co-presented "Reading Literature in Every Content Area? Encouraging All Teachers to be Literacy Teachers" at the annual convention of the National Council of Teachers of English, November 2009.

Roger Kaufman, Ph.D. (Professor Emeritus, Educational Psychology and Learning Systems), was invited to present "Should We Have to Wait for A Crisis in Order to Transform Organizations in the Public and Private Sectors?" at the Leader to Leader Institute, Peter F. Drucker Foundation, New York, January; and Kaufman wrote the article "From Conventional Wisdom to Higher Education Transformation" published in the journal

Educational Technology, Vol. 50, No. 1.

SERVICE

Shelbie Witte, Ph.D. (School of Teacher Education), was selected as the co-chair of the L. Ramon Veal Research Roundtable of the National Council of Teachers of English. The L. Ramon Veal Research Roundtable is a 50-year tradition of the council's efforts to support researchers within the field of the English language arts.

Lynn Wicker, Ph.D. (Florida State Charter School), was elected to the board of directors for the Tallahassee Quarterback Club.

GRANTS

Besiki Stvilja, Ph.D., and **Corinne Jörgensen**, Ph.D. (Library and Information Studies), have been awarded a research grant as co-principal investigators of "Assessing the Reuse Value of Socially Created Metadata for Image Indexing," funded by the Library and Information Science Research Grant Program of the Online Computer Library Center/Association for Library and Information Science Education.

Jeanne Wanzek, Ph.D. (School of Teacher Education, Florida Center for Reading Research), was awarded a \$145,308 grant from the National Institutes of Health for the project "Frequency and Quality of Academic Engagement with Teachers and Text and the Relationship to Student Literacy for Kindergarten Students At-risk for Reading Difficulties."

THE SOURCE

from
page **8**

- *Travel and Expense* (BTTE01-0008): Feb. 16, T, 8:30 a.m.-3 p.m.;
- *eProcurement* (BTPUR1-0005): Feb. 17, W, 8:30-11:30 a.m.;
- *P-Card* (BTPUR1-0005): Feb. 17, W, 8:30-11:30 a.m. (A6201 University Center);
- *Travel Card Training* (BTTE02-0008): Feb. 18, R, 8:30 a.m.-noon;
- *General Ledger Reconciliation* (BTGL04-0009): Feb. 19, F, 8:30-11:30 a.m.;
- *Basic Financial Management* (SPLL02-0001): Feb. 24, W, 11:30 a.m.-12:30 p.m. (301 Student Services Building);
- *Asset Management Overview* (BTAM01-0008): Mar. 3 - W, 9 a.m.-noon (A6201 University Center); and
- *Intermediate Asset Management Overview and Inventory Training* (BTAM02-0007): Mar. 3, W, 1:30-3 p.m. (A6201 University Center).

>>CREDIT COUNSELOR TO OFFER WORKSHOP FOR EMPLOYEES:

• *Navigating the World of Credit and Debt* (PDWCD1-0001): Mar. 17, W, 2-5 p.m. (1302 Thrasher Building, College of Medicine). This class covers credit scores, how to win with credit cards, home mortgage problems and solutions, budgeting for long-term success, evaluating options such as debt consolidation, debt settlement or bankruptcy. (See full article on page 6.)

>>NEW EMPLOYEE ORIENTATION ONLINE: The link to the required new employee presentations, materials and certification form can be found at www.hr.fsu.edu/Content/NEOnline/index.html. Participants must certify their completion of the online orientation session by faxing a completed copy of the "Certification of Completion and Evaluation" form to the Training and Organizational Development Office.

>> COMPUTER BASED TRAINING:

- *Online ADA/EEO: Avoiding Minefields in Employment Practices* (COA-DA1-0002);
- *Online Family Medical Leave Act* (COFML1-0002);
- *Online Fundamentals of Discipline* (LSFD01-0002);
- *Online Interview Techniques* (LSIT01-0002);
- *Online Internal Controls* (COIC01-0002);
- *Online Performance Evaluation Training* (LSPET1-0002);
- *Online Sexual Harassment Policy Training* (COSHPI-0002);
- *Online Sexual Harassment: What You Need to Know!* (LSSH1-0002); and
- *Online Core Curriculum for Supervisors*.

Information: 644-4579.

>>ADULT BASIC EDUCATION: Available to all Florida State employees at no cost to improve participating employee's fundamental educational skills in reading, writing and/or math, or serve as preparation for the General Educational Development (GED) test. All ABE classes are taught by a Florida-certified teacher. Volunteer tutors also may be available to provide individual assistance. Spring 2010 classes are under way, but there are still seats available. Both new and returning participants register during the first class session they attend. Information: 644-8724.



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Tenure and promotions granted to 59

The Office of the Dean of the Faculties has announced that 59 faculty members have been promoted or have received tenure, effective for the fall semester.

TO ASSOCIATE PROFESSOR: **Kevin M. Beaver**, Criminology and Criminal Justice.

TO ASSOCIATE PROFESSOR AND FOR TENURE: **Amod S. Agashe**, Mathematics; **Petru Andrei**, Electrical and Computer Engineering; **Manoj Atolia**, Economics; **James S. Doran**, Finance; **Brad T. Gomez**, Political Science; **Yoichi Kato**, Biomedical Sciences; **Meegan Kennedy-Hanson**, English; **Piyush Kumar**, Computer Science; **Susan E. Latturmer**, Chemistry and Biochemistry; **Choogon Lee**, Biomedical Sciences; **Pui Wan "Ruby" Lee**, Marketing; **Michael J. Leeser**, Modern Languages and Linguistics; **Daniel E. Markel**, Law; **Kenneth Eric "Rick" McCullough**, School of Dance; **Thomas J. Ossowski**, School of Theatre; **Lara Reglero**, Modern Languages and

Linguistics; **John R. Roberts**, Philosophy; **Grigory V. Rogachev**, Physics; **Deana A. Rohlinger**, Sociology; **Stacey Rutledge**, Educational Leadership and Policy Studies; **Gretchen L. Sunderman**, Modern Languages and Linguistics; **Hengli Tang**, Biological Science; **Koji Ueno**, Sociology; **Charles J. Upchurch**, History; **Chad H. Van Iddekinge**, Management; and **Lisa R. Wakamiya**, Modern Languages and Linguistics.

TO PROFESSOR: **Igor V. Alabugin**, Chemistry and Biochemistry; **Michael B. Bakan**, Music; **Thomas L. Baldwin**, Electrical and Computer Engineering; **Kathleen M. Burnett**, School of Library and Information Studies; **Ming Cai**, Meteorology; **Anne Coldiron**, English; **Debra A. Fadool**, Biological Science; **Kristie S. Fleckenstein**, English; **Melissa R. Gross**, School of Library and Information Studies; **Mary Frances Hanline**, School of Teacher Education; **Davis W. Houck**, School of Communication; **Shouping Hu**, Educa-

tional Leadership and Policy Studies; **Munir Humayun**, Geological Sciences; **Jeffrey D. James**, Sport and Recreation Management; **J. Frank Johnson**, Psychology; **Steven N. Kelly**, Music; **Woo "Woody" Kim**, Dedman School of Hospitality; **Sandra Lewis**, School of Teacher Education; **Hong Li**, Chemistry and Biochemistry; **Martin Munro**, Modern Languages and Linguistics; **Victor Patrangenaru**, Statistics; **Lisa K. Spainhour**, Civil and Environmental Engineering; **Mark M. Sussman**, Mathematics; **Robert A. van Engelen**, Computer Science; **Eric C. Walker**, English; and **Lauren S. Weingarden**, Art History.

TO PROFESSOR AND FOR TENURE: **Anter A. El-Azab**, Scientific Computing; and **Gerrie Houlihan**, School of Dance.

FOR TENURE ONLY: **Deborah J. Armstrong**, Management; **Patricia H. Born**, Risk Management/Insurance, Real Estate and Business Law; **Andrew Frank**, History; and **Peter A. Hoeflich**, Physics.

Origins '10 announces line-up of speakers

On Thursday, April 1, world famous anthropologist Richard Leakey will be the opening act of Origins '10: Celebrating the Birth & Life of Beginnings, a reprise of last year's popular series of public outreach events sponsored by the Office of Research.

Unlike last year's March event that featured 12 events in 12 days at venues around Tallahassee, Origins '10 will feature five lectures in April, all held in the Richard G. Fallon Theatre in the Fine Arts Building.

Leakey's presentation is "Why Our Origins Matter." Named by *Time* magazine as

one of the "100 Greatest Minds of the 20th Century," Leakey is the son of the legendary husband-and-wife team of anthropologists Louis B. and Mary Leakey. He is recognized as one of the world's most powerful voices in wildlife conservation.

Brian Greene, one of the world's leading theoretical physicists and author of popular books on the origins of matter and the universe, will discuss "The Fabric of the Cosmos" on April 8.

World-famous oceanographer — and Florida State alumna — Sylvia Earle will deliver a talk April 16.

Science writer and social critic Steven Berlin Johnson will present "The Origin of Air" on April 23.

The series concludes April 28 with a presentation by John D. Hofmeister, former president of Shell Oil and now a fiery advocate for overhauling the federal government's energy policies.

Tickets are now on sale at the Fine Arts Ticket Office or online at <http://origins10.fsu.edu>. For more information, contact Frank Stephenson, Origins '10 coordinator, at 644-8634 or fstephenson@fsu.edu.

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